

KTTC Television, Inc.
EEO PUBLIC FILE REPORT
December 1, 2011 - November 30, 2012

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
KTTC Account Executive	2, 4, 12, 15-17, 19, 21-23, 25, 27, 30-32, 39, 41, 44-45, 47, 49, 52-55, 57-61, 63-64	17
KTTC Sales Coordinator	2, 4, 12-16, 19, 21-23, 25, 27, 30-32, 39, 41-42, 44-45, 49, 52-55, 57-61, 63-64	21
Content Manager	1-5, 7, 12-16, 19, 21-23, 25-27, 30-32, 37, 39, 41-45, 48-49, 52-54, 57-61, 63-64	60
KTTC Sales Coordinator	2-4, 12-13, 15-16, 19, 21-23, 25-27, 30-32, 39, 41, 44-45, 47, 49, 52-55, 57-61, 63-64	21
Photographer	2-4, 12-27, 30-33, 37, 39, 41-42, 44-45, 49, 52-54, 57-64	21
Sales Assistant	2, 4, 12, 14-16, 18-25, 27, 29-30, 32-34, 39, 41, 44-46, 51-53, 57-64	30
Sales Assistant	2, 4, 12, 14-16, 18-25, 27, 29-30, 32-34, 39, 41, 44-46, 51-53, 57-64	51
News Producer	2-4, 6, 12-16, 18-27, 29-35, 37, 39, 41-42, 44-46, 48, 50, 52-53, 55, 57-64	21
KTTC Account Executive	2, 4, 9, 12-16, 18-27, 29-34, 39, 41-42, 44-46, 52-53, 57-64	21
General Sales Manager	2-4, 9, 12-16, 18-27, 29-33, 35, 37, 39, 41-46, 52-53, 55, 57-64	9
Account Executive	2-4, 12-16, 18-27, 29-31, 33, 35, 37, 39, 41-46, 52-53, 57-64	19
Internet Director	2-4, 9, 11-16, 18-19, 21-27, 29-31, 33, 35, 37, 39, 41-42, 44-46, 48, 52-53, 55, 57-64	21
Director of Sales	10	10
Sports Reporter / Anchor	2-5, 7, 12-16, 18-27, 29-33, 35, 37, 39, 41-46, 48, 52-55, 57-64	21
Multimedia Journalist	2-5, 12-13, 15-16, 18-19, 21-33, 35-39, 41-42, 44-46, 48, 52-54, 56-64	52
Multimedia Journalist	2-5, 12-13, 15-16, 18-19, 21-33, 35-39, 41-42, 44-46, 48, 52-54, 56-64	52
Director/MCO	2-4, 7-8, 12-13, 15-16, 18-33, 35-42, 44-46, 48, 52-54, 56-64	7

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Application already on file	N	2
2	Arizona State University Attn: Michael Wong P. O. Box 871305 Tempe, Arizona Phone : 602-527-0820 Email : mike.wong@asu.edu Fax : Mike Wong	N	0
3	Boston University-Dept. of Journalism 640 Commonwealth Ave. Boston, Massachusetts 2215 Phone : 617-353-1086 Email : jodept@bu.edu Fax : 1-617-353-1086 Career Service	N	0
4	Brown College 1440 Northland Drive Mendota Heights, Minnesota 55120 Phone : 651-905-3465 Email : kbaumeister@browncollege.edu Fax : 1-651-905-3555 Karol Baumeister	N	0
5	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : Email : Fax : Manual posting Career Service	N	0
6	Columbia University Dennis Kendall	N	1
7	Current Employee	N	3
8	Did not indicate where they found out about the position	N	2
9	Employee Referral	N	4
10	Quincy Newspapers/Corporate Recruitment	N	10
11	Former Intern	N	1

* Widespread recruitment was conducted by Quincy Newspapers/Corporate for the Director of Sales position using the following recruitment sources: Broadcast & Cable Magazine (8 interviewees), TVNewscheck (0 interviewees), Quincy Newspapers/Corporate (1 interviewee), and an internal referral (1 interviewee).

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	FOX 47 Website 6301 Bandel Road NW Rochester, Minnesota 55901 Phone : 507-280-5137 Url : www.fox47kxlt.com Email : kohm@kttc.com Fax : 1-507-288-6278 Kathy Ohm	N	0
13	Hispanic Link News Service 1420 N Street NW Washington, District of Columbia 20005 Phone : 202-234-0280 Email : carlose@hispaniclink.org Fax : 1-202-234-4090 Carlos Erickson	N	0
14	IBNA (IA Broadcast News Assn) Wartburg College P. O. Box 231 Waverly, Iowa 50677 Phone : 319-352-8534 Email : ibna@ibna.org Fax : 1-319-352-8585 Jeff Stein	N	0
15	Illinois Center for Broadcasting 455 Eisenhower Lane South Suite 200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : Placement.lombard@beonair.com Fax : 1-630-916-1764 Dave Cogozzo	Y	0
16	Illinois Institute of Art 1000 Plaza Drive Schaumburg, Illinois 60173 Phone : 847-598-6815 Url : www.artinstitutes.edu/schaumburg Email : dsattler@aii.edu Fax : 1-847-585-4658 Danielle Sattler	Y	0
17	Internal Posting	N	2

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18	Kaplan University 4655 121st St Urbandale, Iowa 50323 Phone : 515-727-2100 Email : lgelhaar@kaplan.edu Fax : 1--- Laurie Gelhaar	N	0
19	KTIV-TV 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 800-234-5848 Email : kclayton@ktiv.com Fax : 1-712-239-2621 Kathy Clayton	N	1
20	KTTC On-Air 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-280-5104 Email : ljacobs@kttc.com Fax : 1-507-288-6324 Lynn Jacobs	N	0
21	KTTC Web Site 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-280-5137 Url : www.kttc.com Email : kohm@kttc.com Fax : 1-507-288-3278 Kathy Ohm	N	31
22	KWWL-TV 500 East Fourth Street Waterloo, Iowa 50703 Phone : 319-291-1200 Email : bblake@kwwl.com Fax : 1-319-291-1255 Beth Blake	N	0
23	KXLT Website Rochester, Minnesota 55901 Phone : Email : kohm@kttc.com Fax : 1--- Career Services	N	0

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24	LA-MANO, Inc. 1410 Madison Ave Suite 218 Mankato, Minnesota 56002-3373 Phone : 507-344-8361 Email : linda.cano@lamanomn.com Fax : 1--- Victoria Salas	N	0
25	Medialine Attn: Mark Shilstone P. O. Box 51909 Pacific Grove, California Phone : Email : medialine@medialine.com Fax : Mark Shilstone	N	0
26	Medill School of Journalism Northwestern University 1845 Sheridan Road Evanston, Illinois Phone : 847-491-5634 Url : www.medill.northwestern.edu Email : medillcareerservices@northwestern.edu Fax : 1-847-467-2319 Jim O'Brien	N	0
27	Minnesota Broadcasters Assn 3033 Excelsior Blvd Minneapolis, Minnesota 55416 Phone : 612-926-8123 Email : llasere@minnesotabroadcasters.com Fax : 1-612-926-9761 Linda Lasere	N	2
28	Minnesota DEED 1st Bank Bldg 322 Minnesota St, Suite E200 St. Paul, Minnesota 55101-1351 Phone : 651-259-7557 Email : jim.finley@state.mn.us Fax : 1--- Jim Finley	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Minnesota School of Business 2521 Pennington Dr NW Rochester, Minnesota 55901 Phone : 507-535-8050 Url : http://employers.msbcollege.edu Email : cgore@msbcollege.edu Fax : 1-507-535-8011 Chris Gore	N	0
30	Minnesota Works 300 11th Ave. NW Rochester, Minnesota 66901 Phone : 507-285-7318 Url : www.minnesotaworks.net Email : victoria.tiff@state.mn.us Fax : 1--- Victoria Tiff	N	2
31	Missouri School of Journalism 200 Neff Hall Columbia, Missouri Phone : 573-882-1957 Email : collinsks@missouri.edu Fax : Kent Collins	N	0
32	NAACP P. O. Box 6472 Rochester, Minnesota 55903 Phone : 507-288-5300 Email : unit4051@naacp.org Fax : Dr. Matthew McCullough	N	0
33	NAB.org 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5424 Url : www.nab.org Email : asmith@nab.org Fax : 1--- Amanda Smith	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	NATAS-Upper Midwest Chapter Upper Midwest Chapter 7319 Hunters Run Eden Prairie, Minnesota 55346 Phone : 952-381-7494 Email : jj@midwestemmys.org Fax : 1-952-381-7494 John Murray	N	0
35	National Association of Black Journalists 8701A Adelphi Road Adelphi, Maryland Phone : 301-405-2592 Email : aturner@nabj.org Fax : 1-301-445-7101 Aprill Turner	N	0
36	National Association of Hispanic Journalists 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Email : kolivas@nahj.org Fax : 1-202-662-7144 Kevin Olivas	N	0
37	National Lesbian and Gay Journalists 2120 L Street NW Suite 840 Washington, District of Columbia 20037 Phone : 202-588-9888 Email : info@nlgja.org Fax : 1-202-588-1818 Career Service	N	0
38	Native American Journalists Assn. Univ of Oklahoma, Gaylord College 395 W. Lindsey St Norman, Oklahoma 73019-4201 Phone : 405-325-9008 Email : jharjo@ou.edu Fax : 1--- Jeff Harjo	N	0
39	New Jersey Herald Two Spring Street Newton, New Jersey 7860 Phone : 973-383-1500 Email : kdixon@njherald.com Fax : 1-973-383-2194 Karen Dixon	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Non-Employee Referral	N	1
41	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View Valley View, Ohio 44125 Phone : 216-447-9117 Email : gary@beonair.com Fax : 1-216-642-9232 Gary James	Y	0
42	Ohio School of Journalism Park Place & Court St Athens, Ohio Phone : 740-593-2503 Email : depeel@ohio.edu Fax : Debbie Depeel	N	0
43	Other Source St. Thomas University-Greg Vandegrift	N	6
44	Quincy Herald Whig 130 South Fifth Street Quincy, Illinois 62301 Phone : 800-373-9444 Email : jschulz@qni.biz Fax : 1-217-223-9757 Jena Schulz	N	0
45	Quincy Newspapers, Inc. 130 South Fifth Street Quincy, Illinois 62301 Phone : 800-373-9444 Email : aborden@qni.biz Fax : 1-217-223-5019 Ashley Borden	N	0
46	Riverland Community College Austin, Minnesota 55912 Phone : 507-379-3361 Email : mindi.askelson@riverland.edu Fax : 1-507-433-0524 Mindi Askelson	N	0

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47	Rochester Post Bulletin 18 1st Ave. SE Rochester, Minnesota 55904 Phone : 507-285-7777 Email : Fax : Career Service	N	4
48	Society of Professional Journalists Minneapolis Chapter Minneapolis, Minnesota 55414 Phone : 952-882-2471 Email : scott.theisen@gmail.com Fax : Scott Theisen	N	0
49	St. Cloud State University Mass Communications Dept 125 Stewart Hall St. Cloud, Minnesota 56301 Phone : 320-308-3294 Email : mlmills@stcloudstate.edu Fax : 1-320-308-5337 Mark Mills	N	0
50	St. Thomas University Greg JandeGrift	N	1
51	Temp Agency	N	1
52	tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800.374.0119 Url : www.tvjobs.com Email : info@tvjobs.com Fax : 1--- Mark Holloway	N	20
53	University of Kansas 2066 Dole Center 1000 Sunnyside Lawrence, Kansas 66045 Phone : 785-864-0608 Email : utsler@ku.edu Fax : Dr. Max Utsler	N	1

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54	University of Wisc - Madison Atmospheric & Oceanic Science 1225 W Dayton St. Madison, Wisconsin 53706 Phone : 608-262-2828 Email : tcsumner@wisc.edu Fax : 1-608-262-0166 Toni Sumner-Beebe	N	0
55	UNL, Broadcasting Dept. 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-0876 Url : www.journalism.unl.edu/cojmc/careers/jobsubmit.shtml Email : Fax : Manual posting Marilyn Hahn	N	0
56	Veteran's Services 2100 Campus Dr SE Suite 200 Rochester, Minnesota 55904 Phone : 507-328-6355 Email : applen.karen@co.olmsted.mn.us Fax : 1--- Karen Applen	N	0
57	WAOW-TV 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-842-2251 Email : kfuller@waow.com Fax : 1-715-848-0195 Kelly Fuller	N	0
58	WGEM-TV 513 Hampshire Quincy, Illinois 62301 Phone : 800-728-6600 Email : dvancil@wgem.com Fax : 1-217-228-6670 Donna Vancil	N	0

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59	Winona State University 110 Gildemeister P. O. Box 5838 Winona, Minnesota 55987 Phone : 507-457-5340 Email : career@winona.edu Fax : 1-507-457-5516 Vicki Decker	N	1
60	WKOW-TV 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-274-1234 Email : jmiller@wkowtv.com Fax : 1-608-274-9514 Jessica Miller	N	1
61	WREX-TV 10322 Auburn Street Rockford, Illinois 61103 Phone : 800-223-9739 Email : ttruesdale@wrex.com Fax : 1-815-335-1002 Trista Truesdale	N	0
62	WSJV-TV 58096 CR #7 S Elkhart, Indiana 46517 Phone : 800-975-8881 Email : hstewart@fox28.com Fax : 1-574-294-1267 Heather Stewart	N	0
63	WVVA-TV Route 460 Bypass Bluefield, West Virginia 24701 Phone : 304-325-5487 Email : asluss@wvva.com Fax : 1-304-327-5586 Audrey Sluss	N	0
64	WXOW-TV 3705 County Highway 25 LaCrescent, Minnesota 55947 Phone : 507-895-9969 Email : twopat@wxow.com Fax : 1-507-895-8124 Theresa Wopat	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			97

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	4/19/2012	Participation in events or programs sponsored by educational institutions	Augsburg College Tour - Journalism Class. Seven students and one instructor learned about the general workings of the TV station, how the newsroom operates and assignments are made, and saw the news team in action. They watched the 6:00 p.m. news in the studio.	1	Promotions Writer/Producer	0.25
2	6/30/2012	Participation in scholarship programs	Minnesota Broadcasters Association - 2012 James J. Wychor Scholarship Program. The MBA awards the James J. Wychor Scholarships to Minnesota residents who meet the criteria. The MBA will award a \$1,500 scholarship to qualified candidates which must be used during the 2012-2013 school year. Scholarship recipients must be accepted or enrolled at an accredited post-secondary institution, and enrolled in courses preparing them for a career in broadcasting or electronic media. Three students requested applications - one from Byron, one from Rochester, and one from Lanesboro. We aired the scholarship spot 327 times on KTTC, KXLT, CW Rochester, and METV.	1	Administrative Assistant	1.00
3	7/1/2012	Establishment of an intern program designed to assist members of the community	KTTC Internship Program - is designed to enhance the student's career goals, teach them how a television station operates, and teaches skills in news, production, promotion, creative services, or sales. Four news interns during the summer and of 2012. From University of St. Thomas, University of Minnesota/Twin Cities, St. Cloud State University, and University of Mississippi. Three of these interns participated in our Quinternship Program (paid) and one was unpaid.	1	News Director	1.00

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4	10/11/2012	Participation in Job Fairs	We had the honor on Thursday, October 11th, of being a part of "Hiring Our Heroes" at the Rochester International Event Center – this was a job fair for military veterans, family members, active duty service men and women, organized by the US Chamber of Commerce in conjunction with the Rochester Area Chamber of Commerce and others. KTTC was a sponsor of the event, along with the Mayo Clinic. Lynn Jacobs, Mike Hintz, Noel Sederstrom and Peggy Dalland manned our KTTC table featuring job openings from throughout Quincy Broadcasting. We met a lot of great people and collected a number of resumes from people interested in our openings. The event ran from 9:00 a.m. until noon. Registrations totaled 172 and there were 81 booths....what a great turnout!	4	Administrative Assistant Director News Director Local Sales Manager	0.25
5	10/16/2012	Participation in events or programs sponsored by educational institutions	Lewiston-Altura Elementary School Career Fair on Wheels - KTTC Station vehicle in parking lot of school. Approximately 200 students walked through in small groups and asked questions about our profession, tools and skills required, and how our vehicle assisted us throughout the work day.	2	Administrative Assistant Director	0.25
6	11/1/2012	Establishment of an intern program designed to assist members of the community	KTTC Internship Program - is designed to enhance the student's career goals, teach them how a television station operates, and teaches skills in news, production, promotion, creative services, or sales. One news intern in the fall/winter session of 2012. He was part of our Quinternship Program (paid). From the University of South Florida.	1	Sederstrom	1.00
7	11/9/2012	Participation in other activities designed by the station employment unit	KTTC Tours - 14 tours given in 2012. 312 people toured the station....from Cub Scouts, students, church groups, disabled, and elderly. They learned how a television station operates. Many were interested in careers in broadcasting.	1	Programming Manager	1.00

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8	11/12/2012	Participation in events or programs sponsored by educational institutions	KTTC encourages students to participate in Mentorships. A Mentorship is an accelerated, individualized program for students who want to learn a new skill, develop a new interest or explore a career field under the supervision of a specialist in the community. A Mentorship is an honors credit course that provides a challenge beyond the traditional high school curriculum. A Mentorship will be offered to high school juniors, seniors, or first year college student. One Production/Creative Services Mentorship during the summer/fall of 2012 with Evan Hansen.	3	Production Manager Director Creative Services Manager	0.25
9	11/12/2012	Participation in events or programs sponsored by educational institutions	KTTC encourages students to become Job Shadows at KTTC. Job-shadowing is a career-exploration activity for students to help them determine a career path to follow. Shadowing also helps students see how their textbook learning can be applied in the real world. During the job-shadow experience, the students follow a professional in the field through his or her work day. The student observes the rigors of the job, the company culture, and asks lots of questions. Five job shadows - one in March 2012, two in April 2012, one in June 2012 and one in September 2012.	1	News Director	0.25
TOTAL POINTS OVER REPORTING PERIOD:						5.25